## Approved For Release 2002/03/28 - CIA-PDP78-04718A006400050037-4

Security Information

TO : Director of Central Intelligence

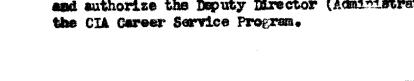
FROM : Chairman, Cereer Service Committee

SUBJECT: Final Report of the Career Service Committee

1. PROBLEM. To devise a Career Service Program that identifies, develops, effectively uses and rewards individuals who have the skills required by CIA; motivates them towards rendering maximum service to the Agency; and eliminates from the service, in an equitable manner, those who in spite of the Program fail to perform as effective members of the organization.

## 2. ASSUMPTIONS. It is assumed that:

- a. Required skills can be identified through appropriate evaluation and selection devices.
- b. Petential skills can be developed and maintained through appropriate supervision, training and duty rotation.
- through planned assignment of individuals to positions of progressively greater responsibility as their skills are diveloped to meet CIA requirements for those positions.
- d. The experience of personal growth together with a personal identification with the objectives and operations of the Amency will stimulate maximum service among CIA personnel.
- e. Aspirations of CIA personnel to a career with the Agency will depend on the extent to which their contributions are recognized by the Agency and on maintenance by the Agency of the best possible climate for work.
- 3. DISCUSSION. Tabe A through H present a Career Service Program which has been tailored to the needs of CIA by experienced members of the Agency. This Program is based upon techniques which have proven to be effective in private industry and other Government establishments.
- 4. RECOMPENDATION. It is recommended that you approve this report and authorize the Deputy Mirector (Administration) to implement the CIA Gareer Service Program.



Chalman, Career Service Committee.

Date

0

5.7

Doument of the Change of the C

Approved (Maapproved)
Approved For Release 2002/03/28 : CIA-RDP78-04718A000400050037-4

## CONTENTS

Tab A	Summary of the CIA CAREER SERVICE PROGRAM
Tab 9	Organization, Relationships and Functions of the CARRER SPRVICE BOARDS
Tab G	The Personnel Evaluation Report
Tab D	The EXECUTIVE INVENTORY
Tab B	The Selection and Training of TRAINEES for PROFESSIONAL POSITIONS
Tab F	ROTATI ON
Tab G	CAREER DEMEFTES
Tab H	The HONOR AWARDS PROCEASE
\$ -	
	<b>公教协会的商人公债的</b>
Schedule A	Membership on the CIA CAREER SERVICE BOARD
Schedule B	ROTATION LOAN SLOTS
<u> </u>	
	<del>软膏等转转需转转</del>
Appendix 1	Organization and Activities of the CAREER SERVICE COMMITTEE
Appendix 2	Action taken on the DIRECTOR'S RECOMMENDATIONS of 7 March 1952
Appendix 3	The DIRECTOR'S RECOMMENDATIONS, 7 March 1952
Appendix h	PROGRESS REPORT of the Career Service Committee, 22 January 1952